MULTIMEDIA UNIVERSITY

STUDENT IDENTIFICATION NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 2, 2016/2017

BCB2844 – COMPENSATION AND BENEFITS

(All Sections/Groups)

24 FEBRUARY 2017
3.00 p.m – 5.00 p.m
(2 Hours)

INSTRUCTIONS TO STUDENTS

1. This Questions paper consists of 1 page excluding the cover page.
2. Answer **ALL** questions.
3. Please write your answers in the Answer Booklet provided.

Answer ALL questions.

QUESTION 1

The pay model serves as a framework for examining current pay systems. It contains techniques that make up the compensation system. Among these techniques are group incentive plans. Discuss the advantages and disadvantages of group incentive plans.

(25 marks)

QUESTION 2

The following factors shape internal pay structures:

i) Stakeholders
ii) Cultures and customs
iii) Strategy
iv) Organization human capital
v) Organization work design

Discuss these factors.

(25 marks)

QUESTION 3

a) Describe the reasons to perform job analysis.

(13 marks)

b) Who collects the information for job analysis? Explain.

(4 marks)

c) Who provides the information for job analysis? Discuss.

(8 marks)

QUESTION 4

Employee preferences for various benefit options are determined by:

a) Equity.
b) Personal needs of employees.

Discuss.

(25 marks)

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